

Sworn Officers	City 3-Year Proposal	Police Union 3-Year Proposal
PROVISIONS FROM LAST CONTRACT		
Prior Contract Increases (granted to secure concessions)	+5.74% [4.5% sworn salary, plus 1.2% benefits in Fiscal Years 2011 to 2013]	
Concessions Proposed to Continue	-2.71% [Continue 2.266% pension contribution and eliminate vacation cash-out]	-2.71% [Continue 2.266% pension contribution and eliminate vacation cash-out]
PROPOSED NEW PROVISIONS WITH THIS CONTRACT		
Employees Pay More to Pensions	-6.734%	-6.734%
Salary increases	+5.0%	+6.734% to backfill increased pension <u>+6% additional increases</u> +12.734% total
Increase to special pays	N/A	Increases POST certificate pay and bilingual pay = 0.5%
Family Health Contribution Increase	+\$80 per month = \$960/Yr=+0.4%	+\$160 per month = \$1920/Yr = +0.8%
Total New Provisions	-0.78% (+2.24% with prior contract)	+8.73% (+11.76% with prior contract)

Non-Sworn/Civilian	City 3-Year Proposal	Police Union 3-Year Proposal
PROVISIONS FROM LAST CONTRACT		
Prior Contract Increases (granted to secure concessions)	+2% [2.5% salary, plus 1.2% benefits in Fiscal Years 2011-2013, reduced by 1.8% increased pension contribution]	
Concessions Proposed to Continue	-0.42% [eliminate vacation cash-out]	-0.42% [eliminate vacation cash-out]
PROPOSED NEW PROVISIONS WITH THIS CONTRACT		
Salary increases	+2%	+6%
Non-sworn special adjustments	Records Supervisor (+.68%)	Records Supervisor & Police Technicians (+.92%)
Family Health Contribution Increase	+\$80 per month = \$960/Yr= +0.45%	+\$160 per month = \$1920/Yr =+0.9%
Total New Provisions	+2.54% (+4.1% with prior contract) <i>Not including special adjustments</i>	+7.39% (+8.76% with prior contract) <i>Not including special adjustments</i>